



UEFA WORKING GROUP ON HUMAN AND LABOUR RIGHTS

Site Visit Summary – 24 August 2021

Working group and site visit objectives

The working group has been created with the objective of providing commitment and leadership towards ensuring the respect of Human Rights, and specifically Labour Rights, related to the hosting of the 2022 World Cup in Qatar.

From UEFA, the group is led by Michele Uva, Director of Football and Social Responsibility, with the support of Thierry Favre, Deputy NA Director.

Its aim is to represent all our 55 member associations as a focal point and to ensure a coordinated approach. The work of the group includes consistent dialogue and exchange with FIFA as well as the Supreme Committee and the Qatar FA.

The working group will regularly inform all UEFA member associations about the information collected and developed through its work.

Ahead of this first site visit, the working group had held 3 meetings, on the following dates:

- 17 May 2021, Online
- 1 June 2021, Online
- 10 July 2021, in person, hosted in London

The site visit on the 24 August was a key milestone for better understanding the impact that the tournament is having regarding human rights and labour rights in Qatar and the neighboring regions.

This visit, which is the first of a line of planned site visits, will help us to better understand the situation, evaluate progress made and highlight where more change is needed. It also creates a platform to build relations and open discussions with local authorities and stakeholders involved.

Delegation

The visit was attended by the following delegation:

- Dominique Blanc, Swiss Football Association
- Mark Bullingham, English Football Association
- Gijs de Jong, Royal Netherlands Football Association
- Håkan Sjöstrand, Swedish Football Association
- Heike Ullrich, German Football Association
- Sara Holmgren, UEFA Diversity and Inclusion Officer

The following connected to the meeting session virtually:

- Ekaterina Fedyshina (Football Union of Russia)
- Terje Svendsen (Football Association of Norway)
- Thierry Favre, UEFA Deputy Director of National Associations
- Michele Uva, UEFA Director of Football and Social Responsibility

The delegation was also joined online by Andreas Graf, FIFA Head of Human Rights & Anti-Discrimination, and the session was observed by Anders Hasselgård, Head International Social Responsibility at the Football Association of Norway.

Meeting arrangements

Organisations and institutions represented

- Builder and Woodworkers International (BWI)
- International Labour Organisation (ILO)
- National Human Rights Committee, Qatar
- Supreme Committee for Delivery and Legacy (SC)
- Qatar Football Association (QFA)

Agenda

Time	Activity
09:30 – 10:30	Meeting with ILO
10:30 – 11:00	Working group recap
11:15 – 12:15	Meeting with BWI
12:15 – 12:45	Working group recap
14:30 – 15:45	Meeting with SC and QFA
16:00 – 17:30	Stadia visit and meeting with workers, Ras Abu Aboud Stadium
18:00 – 19:00	Meeting with National Human Rights Committee
19:30 – 20:30	Working group recap of afternoon meeting

Key findings

Across the meetings included in the visit, there are clear themes that appear in discussions regarding the development to date. These include the milestone reform to abolish the Kafala system, the implementation of minimum wages and the reforms for preventing heat stress through limits in working hours and maximum temperatures.

What comes through as a common concern regarding the development is that of the concrete implementation of these reforms. While the reforms have started to come into place, there seems to be a gap between the implementation across organisation and companies in the country.

Recommendations and next steps

Recommendations

Based on the input and discussions within the visit, the working group has defined the following recommendations to UEFA and the European Football Associations:

1. UEFA and National Associations should request that any supplier contracted for services in Qatar should have strong consultation with their workers, through committees and workforce forums.
2. Further visits to Qatar should formally be confirmed, to strengthen the exchange and collaboration with the organisers and local organisations. This would focus on supporting sustainable development, while also ensuring that the European football community can have a direct channel to information and updates on the situation and development within Qatar and the region.
3. UEFA and the working group should together initiate a review of how football might be able to support the establishment of workers' rights centers in Qatar. These workers' rights centers would aim to ensure that services and training continue to stand available to migrant workers after the World Cup has been hosted.

Next steps

In accordance with the recommendations, the working group will continue its exchange and dialogue with the institutions involved in the meetings and will stand as a source of information and input to all UEFA National Associations. The group will also set the date for a second site visit and define the objectives and agenda for this.

Conclusion

The working group and UEFA agree that the site visit was of absolute importance for gaining a better understanding about the situation, the development, and the challenges around human rights in Qatar. With the objective of providing commitment and leadership, the working group hopes that the recommendation in this report are implemented across European football, to support the important work on site in Qatar.



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